
UNITED STATES DEPARTMENT OF LABOR

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Effect of Incentive Payments on Hourly Earnings



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., May 24, 1943.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on the effect of incentive payments on hourly earnings. Three manufacturing industries—machine manufacture, cotton-textile manufacture, and primary fabrication of nonferrous metals—are covered in this analysis of hourly earnings of time and incentive workers in identical occupations. Data of this kind are of value in wage negotiations and in the stabilization of wages.

The report was prepared by Edith M. Olsen, under the supervision of Robert J. Myers and H. M. Douty, of the Bureau's Division of Wage Analysis.

A. F. HINRICHS,
Acting Commissioner.

HON. FRANCES PERKINS,
Secretary of Labor.

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EFFECT OF INCENTIVE PAYMENTS ON HOURLY EARNINGS

Summary

AN ANALYSIS of statistics on hourly earnings of time and incentive workers in identical occupations in three important industries—machinery manufacture, cotton-textile manufacture, and primary fabrication of nonferrous metals—reveals a definite and substantial margin in favor of the workers paid under incentive plans.¹ The data on median earnings show that this advantage ranged from 12.1 percent in the primary fabrication of nonferrous metals to 18.2 percent in the manufacture of machinery. These findings are of significance for wage negotiations and in the stabilization of wages. They imply the maintenance of substantially higher levels of production under incentive systems than under systems of time payment. The higher earnings of incentive workers may result from more intensive effort by the workers themselves, or from greater efficiency on the part of management, or from both of these influences.

There are many kinds of incentive plans, ranging from simple piece-rate systems to complicated base-rate and bonus systems. Although the material available did not permit analysis by type of particular "system," it is probable that such analysis would reveal significant differences in the amount of earnings derived by workers under different methods of incentive pay, other things being equal.

Fragmentary evidence available for individual industries suggests that the incentive-wage advantage is to be found in both union and nonunion establishments, in both the North and the South, and among woman workers as well as men.

In roughly half of the occupations in which comparisons were made, incentive workers were earning, per hour, between 10 and 20 percent more than the time workers. Differences of less than 5 percent or more than 30 percent were but rarely encountered and appeared, in most cases, to reflect deficiencies in the statistical data available for analysis.

Scope of Study

The primary object of most systems of incentive wages is to augment the productivity of labor. This is accomplished by establishing a more or less direct relationship between output and earnings, so that the application of greater energy, dexterity, or skill will be rewarded by an increase in pay.

The incentive worker may be expected to work harder and more efficiently than the time worker, because the incentive payments permit him to benefit directly from a high level of production. How-

¹ See also Monthly Labor Review for July 1942: Incentive-Wage Plans and Collective Bargaining. (Reprinted, with additional data, as Bulletin No. 717.)

ever, if the installation of an incentive system is accompanied by increased management efficiency, such as the introduction of up-to-date machinery, improved productive processes, and better supervision and training, this may account for some of the increased individual production of incentive workers. The result of these efficiencies may be that workers can increase their production and earnings without commensurate increases in actual work effort.

How much advantage in earnings incentive workers should enjoy as a result of their special efforts has been the subject of much discussion among production managers and of many controversies between employers and unions. In recent months it has become apparent that this is also an important question of public policy. In scores of wage disputes in war industries Federal arbitrators have been required to make definite monetary allowance for the extra effort induced by incentive payment. During the first 6 months of wage stabilization it was repeatedly necessary to determine whether the lower wages of workers paid at hourly rates constituted "inequalities" and justified wage increases. The Executive Order of April 8, 1943, specifically mentioned the payment of incentive wages as one of the circumstances under which wage adjustments might be authorized.

There are many varieties of incentive devices, ranging from the straight piece rates common in the needle trades to elaborate structures of base rates and bonuses. Some of these systems are designed to stimulate only a moderate increase in the intensity of effort, whereas others are intended to induce the very maximum of sustained productivity. Even the same "system," moreover, may be interpreted very differently in individual establishments. In the light of these facts it is not surprising that the earnings of different groups of incentive workers vary widely.

Most of the published material contrasting time and incentive earnings relates to the experience of individual companies. This material is typically of the "before and after" variety; that is, it reports changes in earnings in particular establishments following the installation of wage incentives. The significance of such information, although often considerable, is impaired somewhat by its selective character. The material presented in the present brief article, although deficient in certain respects, has the advantage of covering a large number of establishments within each industry.

NATURE OF BASIC MATERIAL

The material available for the present analysis consists of average hourly earnings of time and incentive workers in selected occupations in three important industries; namely, machinery manufacture, cotton textiles, and the primary fabrication of nonferrous metals. The three industries covered differ widely with respect to product, processes, general level of wages, and dominant type of incentive system. Both time work and incentive payments are common in all of these industries, many of the individual occupations being paid on a time basis in one plant and on an incentive basis in another.

All of the basic material used in this analysis was collected in connection with regular wage surveys in the respective industries. For present purposes, however, it has been subjected to additional sifting and checking in order to increase the comparability of the respective

groups of workers.² Thus, several distinctive industry branches in which one method of wage payment predominates have been excluded from the analysis. Many plants employing a particular method of payment have also been excluded because they were not balanced by similar plants using the alternative method. As a result of such selection, the plants represented by incentive workers and those represented by time workers are believed to be reasonably comparable with respect to type of product, geographic location, and size. It seems improbable that other differences in the types of plant represented introduce any substantial bias into the comparisons of hourly earnings.

The workers included within the individual occupations are believed to be closely comparable. All occupational classifications were determined by the Bureau's trained field representatives on the basis of written job descriptions. A number of doubtful occupations and some that are represented by relatively few workers have been omitted. Not all plants are represented in each occupation, however, and this fact accounts in part for the difference in the results obtained for various occupations in the same industry.

All average hourly earnings presented exclude premium payments for overtime and for work on late shifts. For time workers, therefore, the figures are equivalent to straight-time hourly rates. The averages presented for incentive workers represent actual straight-time earnings, including all incentive payments and production bonuses, during one representative pay-roll period. Although these earnings are thus typically based on a period of only 1 or 2 weeks, the grouping of numerous workers employed in different plants should minimize the influence of fortuitous factors.

Machinery Manufacture

Of the three industries for which data are presented in the following pages, the most suitable for purposes of a wage comparison of this type is the manufacture of machinery.³ About 135 plants are covered in this comparison, most of them situated in the East North Central, Middle Atlantic, and New England States. Although these plants engage in the manufacture of various types of industrial and electrical machinery and equipment, many of their occupations are identical and draw upon the same body of workers. Elaborate and complex "systems" designed to stimulate a high intensity of effort are commonly found in this industry, together with numerous simpler incentive devices, including straight piece rates. The earnings data represent primarily the summer and fall of 1942.

Average hourly earnings, by method of wage payment, for 42 occupational groups in the machinery industry are presented in table 1. The averages shown represent the earnings of male workers unless otherwise indicated. In addition to the averages shown for all plants combined, separate figures are given for union and nonunion plants. This segregation has appeared desirable because of opposition to incentive payment by some of the unions with membership in this broad industry, and the consequent danger that the incentive workers represented would be largely nonunion.⁴

² The material available for the machinery industry permitted much more careful selection and control than that for cotton textiles and for nonferrous metals. No special effort has been made to assure accurate representation of wage levels in the respective industries. Persons interested in the level of wages should refer to the original studies cited below.

³ For information regarding the nature of the original study of this industry, see U. S. Bureau of Labor Statistics Bulletin No. 720; *Earnings in the Manufacture of Industrial Machinery, 1942*.

⁴ Many of the companies with union agreements, however, paid on an incentive basis. This method of payment is particularly common in the manufacture of electrical machinery and equipment.

TABLE 1.—Comparison of Straight-Time Average Hourly Earnings of Incentive and Time Workers in Selected Occupations in Union and Nonunion Plants in Machinery Manufacturing Industries, 1942

Occupation	Total				Union plants					Nonunion plants						
	Time payment		Incentive payment		Percent by which incentive earnings exceed time earnings	Time payment		Incentive payment		Percent by which incentive earnings exceed time earnings	Time payment		Incentive payment		Percent by which incentive earnings exceed time earnings	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Assemblers, bench, class A.....	667	\$0.996	345	\$1.068	7.2	403	\$1.098	278	\$1.090	10.7	264	\$0.840	67	\$0.977	16.3	
Assemblers, bench, class B.....	920	.835	1,445	.985	18.0	648	.884	1,235	1.005	13.7	272	.717	210	.867	20.9	
Assemblers, bench, class C, male.....	1,825	.705	1,447	.819	16.2	1,687	.724	1,285	.827	14.2	238	.579	162	.757	30.7	
Assemblers, bench, class C, female.....	2,988	.630	2,508	.716	27.9	2,112	.575	2,061	.745	29.6	876	.525	427	.573	9.1	
Boring-mill operators, class A.....	359	1.040	253	1.229	18.2	222	1.132	241	1.229	8.6	137	.891	12	1.238	39.0	
Boring-mill operators, class B.....	204	.805	156	.958	11.0	125	.815	134	.947	16.2	79	.790	22	1.027	30.0	
Broaching-machine operators.....	35	.819	77	.940	14.8	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Buffers and polishers.....	180	.770	289	1.016	32.0	(*)	.881	181	1.076	22.1	(*)	.96	649	1.08	.916	41.1
Burrers, class B.....	92	.769	56	.918	19.4	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Casting cleaners.....	217	.681	176	.832	22.2	106	.689	104	.821	19.2	(*)	.91	605	.72	.848	40.2
Craters, class B.....	146	.777	106	.934	26.4	132	.779	71	.911	16.9	14	.747	35	.982	31.5	
Drill-press operators, class A.....	292	.814	381	1.080	18.2	174	1.018	326	1.100	8.1	118	.760	55	.961	28.5	
Drill-press operators, class B.....	518	.804	770	.950	18.2	330	.835	674	.871	16.3	128	.709	96	.801	13.0	
Drill-press operators, class C.....	437	.698	856	.833	19.4	276	.740	696	.875	18.2	161	.627	160	.650	3.7	
Gear cutters.....	84	1.044	69	1.081	3.4	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Heat treaters, class A.....	238	.954	44	1.200	25.8	163	1.022	30	1.189	16.3	(*)	.75	507	1.223	51.6	
Heat treaters, class B.....	168	.850	88	1.030	28.2	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Lathe operators, engine, class A.....	586	1.074	481	1.149	7.0	425	1.125	304	1.138	1.2	161	.940	127	1.176	25.1	
Lathe operators, engine, class B.....	525	.809	453	.946	16.9	340	.827	340	.975	17.9	135	.774	84	.822	6.2	
Lathe operators, turret, class A.....	535	1.018	531	1.120	10.0	352	1.101	433	1.126	2.3	183	.857	98	1.095	27.8	
Lathe operators, turret, class B.....	619	.732	506	.926	18.4	415	.802	399	.952	18.7	204	.741	107	.821	12.2	
Metal-saw operators.....	117	.747	65	.877	17.4	80	.800	39	.951	18.9	37	.634	26	.785	20.7	
Milling-machine operators, class A.....	429	1.009	453	1.128	11.8	263	1.129	301	1.147	1.6	166	.820	152	1.092	33.2	
Milling-machine operators, class B.....	452	.768	497	.961	25.1	312	.817	391	.978	10.7	170	.677	106	.896	32.4	
Packers, male.....	528	.710	164	.981	38.2	353	.753	147	1.010	34.1	175	.622	17	.721	17.5	
Packers, female.....	311	.576	126	.643	11.6	179	.593	107	.663	11.8	132	.553	21	.543	11.8	
Painters, spray.....	290	.830	244	1.066	28.4	152	.892	209	1.104	23.8	138	.762	35	.843	10.6	
Planer operators.....	292	.989	192	1.087	9.9	225	1.044	177	1.110	6.3	87	.804	15	.822	2.2	
Platers.....	88	.783	49	1.056	34.9	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Power-shear operators.....	56	.856	127	1.060	12.2	(*)	.893	103	1.000	12.0	(*)	.755	24	.789	4.5	
Sandblast operators.....	69	.795	56	1.004	26.3	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	

Screw-machine operators, class A.....	195	1. 132	282
Screw-machine operators, class B.....	266	. 917	251
Screw-machine operators, class C.....	115	. 706	228
Shaper operators.....	125	. 910	37
Testers, class B.....	289	. 843	110
Testers, class C, female.....	200	. 568	51
Thread-milling-machine operators.....	29	. 894	83
Welders, hand, class A.....	186	1. 011	360
Welders, hand, class B.....	201	. 767	293
Welders, machine.....	156	. 767	169
Winders, class C, female.....	166	. 662	531

‡ Incentive earnings less than time earnings.

1.235	9.1	172	1.165	252	1.249	7.2	23	.887	30	1.121	26.4
1.032	12.5	228	.931	214	1.050	12.8	38	.829	37	.928	11.9
.879	24.5	63	.757	207	.893	18.0	52	.644	21	.746	15.8
1.006	10.6	(³)									
1.074	27.4	(³)									
.652	14.8	120	.591	22	.754	27.6	80	.534	29	.574	7.5
1.039	16.2	(³)									
1.227	21.4	93	1.068	278	1.242	16.3	93	.954	82	1.175	23.2
1.014	32.2	90	.769	227	1.058	37.6	111	.766	66	.863	12.7
.999	30.3	124	.793	129	1.023	29.0	32	.669	40	.923	38.0
.793	19.8	131	.699	401	.858	22.8	35	.523	130	.591	13.0

³ Number of plants and/or workers insufficient to justify comparison.

It is apparent from this table that the average hourly earnings of incentive workers in all plants combined were higher in every case than those of time workers. The differences ranged from 3.5 percent for male gear cutters to 38.2 percent for male packers; the median difference was 18.2 percent. The averages for union plants were consistently higher than those for nonunion plants, but each group taken separately showed a pronounced excess of incentive earnings over time rates. The median differences in favor of the incentive workers amounted to 16.6 percent for union plants and 20.8 percent for nonunion plants. Considering the influence of the unions in raising the wages of the lower paid workers, this indication of a greater spread between time and incentive earnings in nonunion plants is not surprising. Definite establishment of this point, however, will require confirmation from analysis of additional data.

In view of the fact that the various occupations were found in the same group of plants, the wide range of earnings differences is deserving of comment. Although more than two-thirds of the occupations, taking union and nonunion plants together, showed a margin of 10 to 30 percent in favor of incentive workers, no single 5-percent interval included as many as one-third of the occupations. It is apparent from the following tabulation that the spread was, in general, somewhat greater for the union plants and nonunion plants taken separately.

	Number of occupations ¹		
	All plants	Union plants	Non-union plants
All occupations ¹	42	33	33
Incentive earnings less than time-work earnings	--	1	1
Incentive earnings more than time-work earnings by—			
0.0-4.9 percent	1	3	3
5.0-9.9 percent	4	4	3
10.0-14.9 percent	9	5	6
15.0-19.9 percent	12	12	3
20.0-24.9 percent	4	3	3
25.0-29.9 percent	7	3	4
30.0-34.9 percent	4	1	5
35.0-39.9 percent	1	1	2
40.0 percent and over	--	--	3

¹ Male and female workers in the same occupation have been counted as separate groups.

It is, of course, to be expected that the excess of incentive over time earnings will vary by occupation. The worker's ability to influence production, for example, is much greater in performing some processes than in others. Individual or organized restriction of output may affect production in certain jobs. The employer himself may discourage work at top speed in some occupations, in order to limit spoilage or for other reasons.

In the present case, however, deficiencies in the statistical data undoubtedly contribute to the wide range of margins in earnings. It has been mentioned that some of the occupations were found in only part of the plants, and it is probable that the conditions found in a few large companies have unduly influenced some of the comparisons. Such factors are believed to account for the two cases in which earnings of time workers slightly exceed those of incentive workers, and for several of the extreme differences noted.

Cotton-Goods Manufacture

The Bureau's survey of wages in the cotton-goods industry in September 1940⁶ covered mills manufacturing yarn, thread, and broad woven fabrics from cotton or spun rayon. The 251 mills included in that survey employed approximately one-fifth of the workers in the industry and represented all important cotton-goods-producing areas in the United States. Approximately 42 percent of the workers studied were employed under some form of incentive-wage plan, as compared with 58 percent on time rates. A very large proportion of the incentive workers received straight piece rates, although a "piece-time" plan, combining some features of both piece and time payment, was sometimes applied to spinners, twister tenders, and battery hands. Complicated bonus systems were rarely found.

A comparison of time and incentive earnings in selected occupations in this low-wage industry is presented in table 2. In view of the wide difference in earnings between northern and southern mills it has seemed unwise to combine the data for the North and South, and these therefore appear separately in the table. There has been little union opposition to incentive payment in this industry and the combining of the data for union and nonunion establishments is not believed to result in any appreciable bias.

TABLE 2.—*Straight-Time Average Hourly Earnings of Incentive and Time Workers in Selected Occupations, Southern and Northern Cotton-Textile Mills, September 1940*

Sex and occupation	Southern mills					Northern mills				
	Time payment		Incentive payment		Percent by which incentive earnings exceed time earnings	Time payment		Incentive payment		Percent by which incentive earnings exceed time earnings
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Male workers:										
Comber tenders.....	110	\$0.344	74	\$0.389	13.1	25	\$0.447	71	\$0.455	1.8
Creelers.....	120	.344	53	.414	20.4	(1)	(1)	(1)	(1)	(1)
Doffers.....	1,783	.349	2,096	.412	18.1	135	.458	317	.503	11.0
Drawing-frame tenders.....	587	.336	410	.404	20.2	92	.408	58	.450	10.3
Lap-machine tenders.....	110	.339	90	.432	27.4	39	.425	58	.446	4.9
Loom fixers.....	1,903	.528	544	.573	8.5	645	.737	111	.743	.8
Slubber tenders.....	123	.347	968	.413	19.0	(1)	(1)	(1)	(1)	(1)
Speeder tenders.....	256	.342	2,264	.401	17.3	(1)	(1)	(1)	(1)	(1)
Spinners, frame.....	16	.338	119	.437	29.3	121	.450	74	.539	19.8
Twister tenders.....	652	.341	348	.423	24.1	(1)	(1)	(1)	(1)	(1)
Warp-tying machine tenders.....	242	.471	81	.544	15.5	36	.570	28	.673	18.1
Warper tenders.....	316	.373	57	.481	29.0	(1)	(1)	(1)	(1)	(1)
Winders, spoolers, and reelers.....	100	.337	113	.370	9.8	(1)	(1)	(1)	(1)	(1)
Female workers:										
Creelers.....	274	.339	57	.398	17.4	38	.383	33	.431	12.5
Doffers.....	(1)	(1)	(1)	(1)	(1)	88	.367	127	.445	21.3
Drawers-in, hand.....	177	.353	274	.441	24.9	56	.442	109	.486	10.0
Drawing-frame tenders.....	139	.325	71	.356	9.5	77	.372	47	.424	14.0
Spinners, frame.....	1,789	.336	2,558	.380	13.1	256	.420	540	.445	6.0
Twister tenders.....	111	.330	122	.376	13.9	60	.398	70	.417	4.8
Warper tenders.....	204	.356	51	.408	14.6	59	.432	54	.461	6.7
Weavers, plain loom.....	159	.376	1,827	.430	14.4	(1)	(1)	(1)	(1)	(1)
Winders, spoolers, and reelers.....	1,684	.334	3,889	.370	10.8	131	.382	886	.424	11.0

¹ Number of plants and/or workers insufficient to justify comparison.

⁶ See U. S. Bureau of Labor Statistics Serial No. R. 1414; Hours and Earnings in Manufacture of Cotton Goods, September 1940 and April 1941.

It is evident from table 2 that in this industry, as in the manufacture of machinery, incentive workers enjoyed appreciably higher earnings than time workers. In each of the occupational classes and in each region the earnings of incentive workers were higher. In the South the differences ranged from 8.5 percent for male loom fixers to 29.3 percent for male frame spinners, the median figure being 17.3 percent. In the North, for which fewer comparisons are possible, the range was from 0.8 percent for male loom fixers to 21.3 percent for female doffers, while the median was 10.3 percent.

Counting as separate groups the male and female workers in the same occupation, it may be seen from the accompanying statement that differences of 10 to 15 percent were more common, both in the South and in the North, than those in any other 5 percent class. Six-sevenths of the occupational groups in the South and three-fifths of those in the North showed a margin in earnings of between 10 and 30 percent.

	Number of occupations ¹	
	South	North
All occupations ¹	21	15
Incentive earnings more than time-work earnings by—		
0.0–4.9 percent	--	4
5.0–9.9 percent	3	2
10.0–14.9 percent	6	6
15.0–19.9 percent	5	2
20.0–24.9 percent	4	1
25.0–29.9 percent	3	

¹ Male and female workers in the same occupation have been counted as separate groups.

Fabrication of Nonferrous Metals

The materials available for the comparison of time and incentive earnings in the nonferrous-metals industry are those obtained from the Bureau's wage survey of August 1941.⁷ That survey covered the following six branches of the nonferrous-metals fabricating industry: Alloying, rolling and drawing of copper, brass, and bronze; alloying, rolling and drawing of other nonferrous metals; foundries; secondary smelters; machined products; and die casting. The large majority of the 273 production units studied were in the eastern and east central parts of the United States. Approximately two-thirds of the workers covered were in plants operating under union agreements.

Slightly more than 70 percent of the workers in the plants surveyed were paid straight hourly or daily rates. About one-twelfth of the workers, concentrated largely in the die-casting branch, were employed on a piece-work basis. Most of the incentive workers, however, were paid under a bonus plan by which they received, in addition to guaranteed daily rates, bonus payments for production in excess of a fixed standard of performance.

The comparisons shown in table 3 cover data for 28 occupations selected from the six branches of the industry. These are the only occupations in which a sufficient number of both time and incentive workers were found to justify a comparison of earnings. Moreover, the data unfortunately do not permit segregation either by region or by union and nonunion plants. Regional variations, particularly, are believed to disturb somewhat the comparability of the data.

⁷ See Monthly Labor Review, August 1942: Earnings in Primary Fabrication of Nonferrous Metals, 1941.

Nevertheless, the comparisons shown in table 3 seem reasonably consistent and, as a supplement to the data for other industries, are believed to be of value. The apparent wage advantage of time workers over incentive workers in two occupations—packers and turret-lathe operators—results from comparisons of doubtful validity and may be discounted. Castings cleaners and filers paid on an incentive basis earned 31.2 percent and 43.7 percent more, respectively, than those paid on a time basis. The median difference in favor of incentive workers was 12.1 percent.

TABLE 3.—*Straight-Time Average Hourly Earnings of Incentive and Time Workers in Selected Occupations, in Nonferrous-Metals Fabrication, August 1941*

Occupation	Time payment		Incentive payment		Per cent by which incentive earnings exceed time earnings
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Break-down and run-down rollers.....	60	\$1.037	211	\$1.196	15.3
Casting cleaners.....	134	.571	134	.749	31.2
Chippers.....	35	.720	52	.890	23.6
Coremakers.....	204	.891	147	.939	5.4
Crane operators.....	237	.838	479	.943	12.5
Dismakers.....	217	1.172	85	1.210	3.2
Filers.....	67	.595	135	.855	43.7
Foremen, process.....	258	1.064	162	1.092	2.6
Furnacemen.....	43	.948	78	1.081	14.0
Helpers.....	14	.831	31	1.029	23.8
Gas and oil furnace operators.....	45	.806	53	.880	9.2
Grinding-machine operators.....	257	.767	190	.786	2.5
Inspectors, final.....	215	.798	183	.817	2.4
Inspectors, rough.....	134	.790	96	.839	6.2
Loaders and unloaders.....	183	.705	151	.908	28.8
Packers.....	235	.752	180	.726	¹ 3.5
Picklers.....	79	.799	191	.909	13.8
Polishers.....	40	.814	65	1.013	24.5
Rod-straightener operators.....	54	.832	72	.918	10.3
Helpers.....	18	.770	52	.823	6.9
Rollers' helpers.....	263	.747	442	.869	16.3
Saw operators.....	175	.794	318	.904	13.9
Shear operators.....	48	.825	90	.910	10.3
Helpers.....	64	.790	76	.837	6.0
Tractor drivers.....	23	.777	30	.889	14.4
Tumbler operators.....	18	.791	18	.871	10.1
Turret-lathe operators.....	65	.857	163	.805	¹ 6.1
Weighers.....	101	.818	83	.914	11.7

¹ Incentive earnings less than time earnings.

It is apparent from the accompanying tabulation that in this industry, as in cotton textiles, the 10- to 15-percent interval included more of the occupational averages than any other 5-percent class. Slightly more than half of the occupations showed an excess of incentive over time earnings between 10 and 30 percent.

	Number of occupations
All occupations.....	28
Incentive earnings less than time-work earnings.....	2
Incentive earnings more than time-work earnings by—	
0.0–4.9 percent.....	4
5.0–9.9 percent.....	5
10.0–14.9 percent.....	9
15.0–19.9 percent.....	2
20.0–24.9 percent.....	3
25.0–29.9 percent.....	1
30.0–34.9 percent.....	1
35.0 percent and over.....	1

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